



Durham
Wildlife Trust
From Tees to Tyne

Links with Nature Conservation Trainee

Information Pack

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About Durham Wildlife Trust

Our Vision

Nature restored from Tees to Tyne

Our Mission

To restore wildlife from the Tees to the Tyne with the backing of our members, supporters, partners, and wider society; providing opportunities for participation, education, and enhanced wellbeing.

Our Aims

- Engage our members, supporters, partners, and wider society in the restoration effort.
- Manage our nature reserves primarily for the benefit of wildlife and to the highest possible standards.
- Educate people and organisations about the importance and value of wildlife, encouraging them to take action to restore species and habitats and to support the work of DWT by becoming members and supporters.
- Deliver species and habitat restoration projects across land and sea that seek to maximize their effectiveness by operating at the largest possible scale, achieving greater than 30% of land for wildlife by 2030.
- Provide high quality visitor facilities that enable opportunities to engage people in wildlife restoration and encourage their active support and participation.
- Act as an advocate for wildlife to influence local and national government and wider society.
- Operate in a financially, socially, and environmentally sustainable way.
- Provide a high-quality, working environment for a workforce that is representative of our region.

Durham is one of 46 local Wildlife Trusts across the whole of the UK, the Isle of Man and Alderney, all working together for an environment rich in wildlife for everyone. Across this federation of independent local charities there are 850,000 members, making the Wildlife Trusts the largest UK voluntary organisation dedicated to conserving the full range of habitats and species, whether they be in the countryside, in cities, or at sea.

Durham Wildlife Trust is a registered charity and company, with a Board of Trustees drawn from our membership. We are part of the local community, working to protect and enhance the natural environment of County Durham, Darlington, Gateshead, South Tyneside, and Sunderland.

We protect and restore nature, making a real difference for people and wildlife. Today we directly manage over 50 nature reserves, deliver projects that provide solutions to the ecological and climate emergencies and offer opportunities for participation and learning to thousands of people every year.

To find out more...

www.durhamwt.co.uk www.wildlifetrusts.org



Working for Durham Wildlife Trust

A grassroots organisation established by dedicated local volunteers, for over 50 years Durham Wildlife Trust has been the leading wildlife organisation in our region. Today our work is making a significant contribution to addressing the nature and climate emergencies and demonstrating the value of nature to society.

Successful candidates will be joining our passionate and talented team of ecologists, educators, influencers, fundraisers and skilled practical conservation officers and managers. To address the significant challenges faced by nature, we need to recruit and retain committed and talented people and support them to develop further. Durham Wildlife Trust is the leading organisation in environmental land management, nature conservation and re-wilding in our region only because of our dedicated staff team.

Durham Wildlife Trust owns or manages over 1200 hectares of land for nature, protecting and restoring rare and threatened habitats. The organisation is led by a Board of Trustees, who between them have the broad range of skills and knowledge needed to ensure effective governance. Vital support across all the Trust's activities is provided by more than 250 regular volunteers. The Trust believes strongly in partnership, and we work with major organisations to deliver landscape scale habitat improvements on land and at sea, including local authorities; government agencies, local businesses, and other specialist environmental charities.

Over the next few years our charity will continue to grow, providing opportunities for a wide range of talented people as we increase our landholding and continue to develop Natural Capital and Nature Based Solutions to deliver climate change mitigation, biodiversity net gain (BNG) and other environmental improvements.

Central to the Durham Wildlife Trust staff journey is the ethos of personal and professional development. We don't just offer a fun and stimulating working environment, with a competitive salary, holidays, and benefits package, we also provide access to a wealth of opportunities including:

- Accredited practical training courses in all aspects of safety, land management, re-wilding, and ecology.
- Regular opportunities for vocational skills and knowledge development
- Engagement with partner organisations to further enhance knowledge and experience.

Durham Wildlife Trust is an inspiring and energetic place to develop your career and we welcome applications from anyone passionate about nature and its recovery. We are creating a work environment that is inclusive as well as diverse – where all our people can be themselves. Every idea, insight and perspective is valued, so that together we can unleash our collective natural genius and Bring Nature Back!

Apply now. You can make a difference!



Links with Nature

Durham Wildlife Trust's vision includes:

- A thriving natural world, with wildlife and natural habitats playing a valued role in addressing the climate and ecological emergencies where 30% of land is actively managed to aid nature's recovery by 2030,
- Communities are inspired and actively involved in nature's recovery and enjoy wildlife as part of their everyday life and 1 in 4 people taking action for nature.

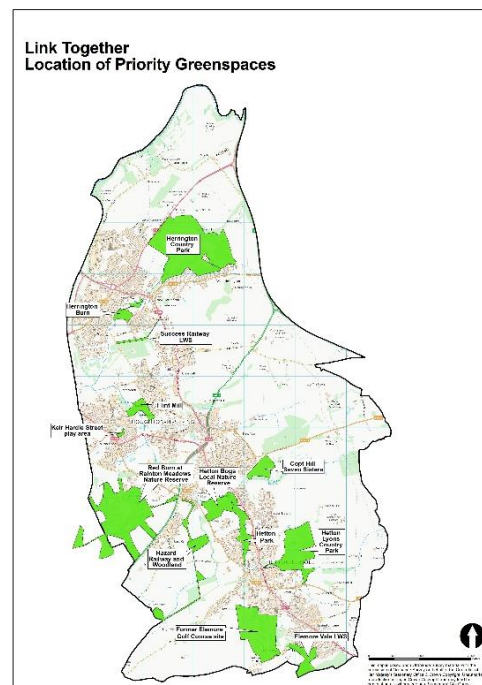
As a grassroots movement, Durham Wildlife Trust is firmly rooted in our local communities, looking after wild places, and increasing people's understanding of, and connection to, the natural world. Access to nature can play a more significant role in keeping people healthy and reducing health inequality.

Links with Nature aims to bring those elements together, by working with communities and partners to make significant changes to thirteen Council owned greenspaces in the Coalfield area of Sunderland. The greenspaces are varied in size, scale, and habitat type and include country parks, a former golf course, nature reserves (designated as Local Wildlife Sites and one Site of Special Scientific Interest), disused railway lines, a park, and areas of greenspaces. They have a rich variety of habitats including woodland, grassland, scrub, ponds wetland and water courses and are important locally for various species including water vole and otter.

Proposals have been produced for each site to include:

- Habitat management which will improve conditions for wildlife and help its recovery,
- Access improvements to ensure sites are more welcoming and safer for residents, which will encourage greater participation and use by communities.

The Sunderland Coalfield is an area with underserved communities with high levels of deprivation, unemployment, and health inequalities, including lower than average life expectancy, high levels of respiratory disease and a higher proportion of the population with disabilities. There is a post-industrial legacy of poor health and disconnection from the city of Sunderland. However, there is a strong sense of community and a good network of local groups co-ordinated through the Voluntary



and Community Sector Network. Links with Nature creates an opportunity to re-introduce Coalfield residents to these local greenspaces, increase use and create a sense of ownership and pride.

Our aim is to create a buzz and interest in these greenspaces, through greater onsite activity such as volunteering, wildlife monitoring, walking and simply enjoying the spaces. By encouraging more people from the local area to be actively involved and enjoy the real health and well-being benefits from connecting with nature, the project will help to address local health inequalities.

Links with Nature is a partnership between Sunderland City Council, Durham Wildlife Trust, and Wear Rivers Trust. The two-year project has secured funding from the National Lottery Heritage Fund, North East Community Forest, and Northumbrian Water's Bluespaces Programme.

Further information can also be found on DWT's website:

<https://www.durhamwt.com/links-nature>

Conservation Trainee Links with Nature

The Links with Nature Conservation Trainee role is a 9-month training placement, providing an exciting opportunity to gain the skills and knowledge needed for a career in conservation. Working with Durham Wildlife Trust, as part of the Links with Nature project team, trainees will be able to contribute toward the delivery of this exciting partnership project. The Trainees will put their learning into practice throughout the placement by working to restore natural habitats, protect wildlife, and gain community engagement skills.

The role involves working within the Links with Nature project team with the Greenspaces Officer, Engagement Officer and Links with Nature volunteers, to support delivery of a significant programme of habitat management and access improvements across 13 Sunderland Council owned greenspaces. The greenspaces are varied in size, scale, and habitat type and include: country parks, a former golf course, nature reserves designated as Local Wildlife Sites and a Site of Special Scientific Interest, disused railway lines, a park, and areas of greenspaces. They have a rich variety of habitats including woodland, grassland, scrub, ponds wetland and watercourses. There is direct supervision and support provided throughout the scheme, which Durham Wildlife Trust has been successfully running for over 10 years on our nature reserves and as part of projects.

Initial training focuses on providing the practical skills and industry recognised education and certification needed so machinery and tasks can be operated safely. Trainees will also develop their natural history knowledge and species identification skills while learning about the frameworks used in nature conservation and planning.

As the Conservation Trainee progresses through the traineeship, they will be expected to take more of a lead role in planning tasks, assessing risks, and supervising practical delivery on greenspaces with volunteers. There will also be opportunities to work with



the Links with Nature Engagement Officer to support their work and gain the experience relevant to communicating the importance of nature conservation to the public via education and engagement events.

Throughout the placement, Durham Wildlife Trust will provide support with job applications, CV writing, and interview techniques to prepare trainees for the next stage in their career. They will also be able to participate in activities with the DWT trainees who are based on our nature reserves.

The traineeship is a highly rewarding and varied role, and the successful candidate will gain a strong foundation for a future career in conservation. Two trainee positions are available with the Links with Nature Project per year of project delivery.

The process

If you would like to find out more, in the first instance please contact Anne Gladwin, Links with Nature Project Manager, by email - aqladwin@durhamwt.co.uk

To apply for this post please return your completed application form and personal statement by email to jobs@durhamwt.co.uk no later than 5.00pm Monday 5th May 2025. Interviews are planned for week commencing Monday 12th May 2025.



Job Specification

1. IDENTIFICATION OF POST

Post Title:	Conservation Trainee
Function:	This is a training role. The role supports the Links with Nature project team in their work, particularly the delivery of habitat management and access improvements across the 13 greenspaces and planning and leading volunteer tasks.
Responsible To:	Links with Nature Project Manager
Responsible For:	Volunteers

2. PURPOSE OF POST

- To complete in-house and external training courses relevant to the role and duties on reserve, including but not limited to: First Aid, Chainsaw, Brush Cutter, Pesticides and Ecological and Habitat Surveying.
- To deliver practical habitat conservation across the Trust's 13 greenspaces as part of Links with Nature.
- To plan and risk assess habitat management work and ensure that health and safety policies and working practices are in place and adhered to.
- To provide leadership and mentoring to Links with Nature volunteers.
- To support recruiting, interviewing, and inducting new volunteers and help make them feel welcome when they join a Links with Nature task, so they can support nature conservation delivery.
- To maintain tools, machinery, vehicles and equipment in good working order.
- To undertake data entry and record keeping of Durham Wildlife Trust and volunteer activities.
- To write communications, blogs, and newsletter articles for our supporters.
- To support colleagues across the Trust and gain knowledge and experience in community engagement and education events, fundraising and membership development.
- To support, with full instruction given, the delivery of ecological surveys and monitoring.
- To carry out all other reasonable tasks as required.



3. General Terms and Conditions

Tenure

This post is offered on a 9-month fixed term contract.

Salary

£14,742 for the fixed term of 9 months, paid monthly.

Pension

Employees will be automatically enrolled into the Durham Wildlife Trust pension scheme. Details of the scheme and contributions are provided in the DWT Policy – Remuneration and Benefits. Employees can decide to disenroll from the pension scheme if they choose.

Hours of Work

This post is 22.5 hours per week. Normal working hours are between 8:30am and 4:30pm, with a 30 minute unpaid meal break. The working pattern will be agreed with the Conservation Trainee. Weekend and occasional evening work will be required.

Holidays

The Conservation Trainee post holder will be entitled to 25 days holiday pro-rata, plus Bank and Statutory Holidays. If you start your employment during the leave year, the holiday entitlement will be calculated on a pro-rata basis depending on the number of completed months of service and hours worked.

Place of work

Usual place of work will be Rainton Meadows, DH4 6PU.

Disclosure & Barring Service check required:

Yes, due to working with young and potentially vulnerable adults, an enhanced check will be required prior to commencing work with Durham Wildlife Trust.



Person Specification

Criteria	Essential	Desirable
Education and Training	<p>A full UK driving licence</p> <p>Good numeracy and literacy skills to complete the training courses.</p>	<p>Have an educational background in a subject related to nature conservation, such as ecology or countryside management. This is likely to be to degree level or equivalent.</p>
Experience	<p>Spending time outdoors in nature.</p>	<p>Previous experience in the nature conservation sector.</p>
Knowledge	<p>Have a demonstrable passion and enthusiasm for nature.</p>	<p>Knowledge of nature conservation theory and techniques and the wildlife of the DWT area.</p> <p>The ability to identify some common wildlife species.</p>
Skills and Abilities	<p>Physically fit and able to deliver manual activities outdoors across all terrains. Happy to work outdoors in all weathers.</p> <p>Commitment and interest in personal development and learning new skills.</p> <p>Enthusiastic, friendly, and able to quickly form positive working relationships with colleagues and volunteers.</p> <p>Good organisation skills and the ability to coordinate others.</p> <p>Good attention to detail.</p> <p>Basic IT skills and the ability to use Microsoft Office.</p> <p>Ability to create a safe and supportive working environment for colleagues and volunteers, demonstrating empathy and encouraging excellence.</p>	<p>A mechanical aptitude is helpful, but full training on machinery will be provided.</p> <p>Land management skills gained through habitat management work/ volunteering or landscaping/ gardening.</p> <p>Practical DIY skills including the use of hand and power tools.</p>
Other	<p>Appointment is dependent upon an enhanced DBS check.</p>	



	<p>To champion diversity in all its forms.</p> <p>Occasional evening, weekend, school holiday and bank holiday work will be required.</p>	
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